

BETA GLASS PLC

TRAINING POLICY FOR BOARD MEMBERS AND SENIOR EXECUTIVES

Policy Number:

Revision Number (New document)

Responsible Person:

Approved by the Board on: 24th day of March, 2022

1. Introduction

This Training Policy for Members of the Board of Directors and other Executives (Training Policy) has been prepared by the Governance and Remuneration Committee (GaRC Committee) of the Company, in accordance with the provisions of Nigerian Code of Corporate Governance 2018 (NCCG) Sectoral Guidelines on Corporate Governance (SGCG) issued by the Securities and Exchange Commission (SEC), as applicable.

This Policy takes into account best practices and is consistent with the provisions of the Company's Board Member Suitability Policy and the Corporate Governance Code applied by the Company. Furthermore, in the preparation of this Policy, the size, internal organization, risk appetite, nature, scale and complexity of the Company's activities, including the development and promotion of new products and business practices, among others have been taken into account.

2. Purpose

This Policy aims to ensure the adequate quality staffing, effective operation and fulfilment of the role of the Board of Directors, senior management and other Executives (in particular those involved in internal control, risk management, regulatory compliance and information systems) through adequate and quality training of the above. Based on the Company's overall strategy and medium-term business objectives, with the aim of promoting the Company's corporate interest.



3. Training and Development

Training & Development is any attempt to improve current or future performance of a Director or Senior Executives by increasing their ability to perform a task better through learning. This is achieved usually by changing the Director or Executive's attitude or increasing his skills, competencies and knowledge on the subject matter.

The Board and Senior Executives should effectively exercise their leadership role and manage corporate affairs for the benefit of the Company and its shareholders, ensuring that management implements the corporate strategy. For this reason, the Company has determined that in order to enhance the individual and collective fitness of the Board and Senior Executives, emphasis should be placed on introductory and ongoing training and information sessions.

4. Education Evaluation Criteria

The GaRC continuously monitors and evaluates the suitability of the level of training and education of the Board Members and Executives, in terms of qualifications, skills, specialties, knowledge and experience through the evaluation process set out in the Board Member Suitability Policy and the Company's Training Policy for Executives. Ongoing monitoring of individual or collective suitability training and education of Board Members will focus on whether the individual Board member or Board Members collectively continue to be suitable, taking into account individual or collective performance and respective suitability. If a gap or any weaknesses in the level of training of Board Members and Executives are identified during the evaluation, the GR Committee with the assistance of the Human Resources Department may make recommendations regarding the weaknesses identified. These recommendations shall refer to appropriate corrective measures which may include, but are not limited to, the following: integration of appropriate programs for Members/staff, training of individual Members/staff or training for the Board collectively to ensure both the individual and collective competence of the Board, recruitment of additional Members who bring the necessary residual expertise to the collective benefit of all Members.

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4. Review

This Board Training Policy shall be reviewed periodically and as need arises to ensure its continued applicability and relevance to the Company's operations and stakeholder expectations.

5. Approval

Approved by the Board of Directors of Beta Glass PLC this 24th day of March, 2022


Chairman


Secretary